

**Hillsborough Association of School Administrators
Board of Directors Meeting Minutes
November 5, 2007**

In attendance: Donna Cason, Mary Cunningham, Linda Denison, Ernie Fernandez, Connie Hayden-McPeak, Marilou King, Susan King, Joe Leavens, Jean Leone, Lois Mautte, John Miliziano, Herbert Peeples, Mike Phillips, Barbara Pittman, Jim Rich, Denyse Riveiro, Sherrie Sikes, David Smith, Tee Solomon and Elsa Tuggle.

The regular Board of Directors meeting began at 5:15 PM at Gary Adult School.

A. Minutes – Laura Zavatkay

President Mary Cunningham presented the minutes from the October 1, 2007 meeting. The minutes were reviewed and it was moved and seconded to accept the minutes. The motion passed by majority vote.

B. Treasurer’s Report – Elsa Tuggle

Mrs. Tuggle presented the October Treasurer’s report and reviewed the current financial status. Communications had a larger than normal amount of expenditures due to annual startup costs. It was noted that HAPE dollars are still in the budget. The dollars actually belong to CTA, PTA, Elementary Council, HASA, and others. Susan King volunteered to try and poll the original group(s) and go through files to determine who to contact on how to expend the dollars. No changes or additional concerns were noted from the Board and the report was accepted for audit.

C. Membership Report – Elsa Tuggle

Mrs. Tuggle reviewed the October 2007 membership report and results of the 2007 *Each One Recruit One* Membership Drive. 73 new members joined, raising the current membership numbers to an all-time high of 806. Mrs. Tuggle commended the group on their recruitment efforts. It was noted that \$1,000 worth of gift certificates were given for recruitment awards, but VALIC donated \$500 of the expense.

Mrs. Tuggle drew the names of the winners for the membership drive drawings. Results were: **\$300 – Anne Chatfield. \$500 – Joe Trumbach. Fishing trip: Jerry Jackson.**

D. President’s Report – Mary Cunningham

President Mary Cunningham reviewed the Superintendent’s Roundtable topics from October 10:

- Alternative Certification i.e. *Leadership Development Program*: Pat Smith, Frances Otero and David Smith will represent HASA on this committee. David Smith will sit on the committee and provide updates at our meetings.
- Performance Pay for district level staff – Connie Hayden-McPeak and Elsa Tuggle represent HASA on this committee. Janice Velez hopes to have a proposal to the Superintendent soon.
- District-level calendar – this is still in the works with Debbie Veranth.
- MAP – lots of questions out there to be answered. Mary Cunningham met with Joe Perez and Becky Kaskeski and they answered many questions. There is a link on IDEAS about MAP with information and many answers to frequently asked questions. The November HASA newsletter will have an article, also, with information.

Items mentioned for the **November 14th** Superintendent’s roundtable:

- Tech support needs and questions: Schools have need of tech support on site. Many schools have technology equipment that has been purchased but is not being utilized for lack of tech support. A question was raised whether or not HASA should be proactive in pursuing technology program improvement. More information needs to be obtained.

(Mrs. Cunningham had to leave and Mrs. Tuggle took over for the President’s Report at this point.)

Payment of legal services: Two recent requests for the Legal Defense Fund benefits have been received. Two criteria that must be met are: (1) HASA membership dues must be current, and (2) the issue must be work-related. The Executive Director was asked to ascertain whether or not requests meet criteria. Confidentiality is paramount. Next year a line item could be added to the budget to pay any qualified requests, but for this year, dollars will be moved out of Contingency into Miscellaneous to pay any dollars expended.

A full holiday dinner will be provided next month at the December 3rd meeting.

E. Executive Director's Report

Dr. Miliziano offered commendation for Dan Bonilla on his finalist status for a DOE/FASA Principal Achievement Award.

Membership is rising in the *Instructional Support Personnel* component group. A social is being planned for this group to explain HASA membership benefits and the possibility of having an Instructional Support Personnel Council (with Superintendent's approval).

The Hillsborough Educational Foundation, a HASA business partner, will assist with scholarships again as they once did for HASA. The Foundation has a store/warehouse with supplies free to teachers and could use retirees' help as volunteers to "man the store." The Education Foundation would like to sponsor a small social for the retirees, if a poll of the component group shows they are interested.

The Tampa Bay Area Coalition would like to ask FASA if the 33 districts throughout Florida that have local administrators' associations could hold a representative seat on their (FASA's) board. Dr. Miliziano asked the HASA Board their thoughts on the subject; discussion ensued and the HASA Board was in agreement with the request.

The Board was asked if the current monthly meeting location was satisfactory - no objections were made to the current location and meetings will continue at Gary Adult.

Dr. Miliziano talked with Richard Martinez regarding the possibility of hiring him as a salary consultant. Mr. Martinez is willing to talk to the Board about his ideas. The position is being sought to help in presenting HASA's information, concerns, and ideas regarding salary issues to the Superintendent. The suggestion was made that possibly more than one person should be considered for the position; Dr. Miliziano asked for direction from the Board and Dr. Mike Bookman's name was mentioned. Dr. Miliziano will talk to Dr. Bookman regarding the issue.

F. Standing Committee Reports

Website Calendar – No report. Pam Elles took a non-administrative position and will not be able to coordinate the HASA website calendar.

Health Insurance Committee - No current report.

Special Events – Valencia Gardens was agreed for the restaurant, and a late January date was suggested. Dr. Mautte will investigate calendars and report back to the Board. Dr. Miliziano asked representatives to be sure and have their alternates attend if they themselves cannot. Regarding topics for the Forum, Dr. Miliziano asked that representatives talk to their councils for input about issues that concern/affect them.

Mentoring Program – Dr. Linda Denison – Committee has not met, but a report will be given next month.

Business Partners – HASA has ten business partners. There is some discussion of business partners advertising in the HASA newsletter to help defray the costs.

Performance Pay – No current report.

Alternative Certification – Committee met, and the thrust of committee meeting was to try and come up with something for people who don't want to go back to a principalship. David Smith will keep the HASA Board informed.

G. Roundtable

- Ralph Smouse passed away 11-4-2007.

With no further business, the meeting was adjourned at 6:20 PM.

Respectfully submitted,

Laura Zavatkey

Laura Zavatkey
2007-2008 HASA Secretary

**Minutes not official until ratified at the December, 2007 meeting*